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**Energy Sector Capacity Building**

*Energy Sector Capacity Building*  
**Monitoring & Evaluation (M&E)  
Framework and Tools**

May 5, 2015

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### ESCB: helping secure Jordan's energy future

#### ISSUE

**96%**

*percent of Jordan's energy  
that is imported*

**24%**

*percent of Jordan's GDP  
spent on energy imports*

**595 million JD**

*total government subsidy for  
electricity consumption, 2014*

#### ESCB's APPROACH

ESCB applies a broad, adaptable approach to meet the energy sector's evolving needs.

- 1. Development and implementation of a framework** to enable utility-delivered energy efficiency programs
- 2. Capacity building and institutional strengthening** for public and private sector energy institutions
- 3. Strengthened presence, capacity and regulation of energy services companies**
- 4. Flexible response mechanism for emergent energy sector needs**



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## Energy Sector Capacity Building

*FOUNDATIONS*

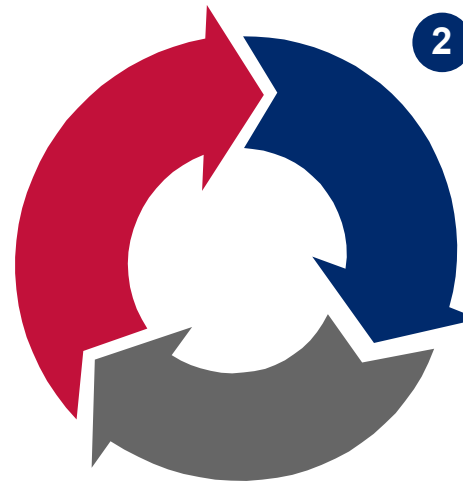
# M&E RESULTS FRAMEWORK AND INDICATORS

# The ESCB M&E approach promotes continuous learning to achieve development results

### THREE ITERATIVE STEPS

#### 1 Strategy and target setting

- *Work plan* sets out a strategy for program implementation
- *PMP* defines specific indicators and targets to measure progress towards success
- *M&E Database and Dashboard* facilitate continuous data exploration and learning



#### 2 Implementation and monitoring

- *Timely* data collection
- *Quarterly reviews* of progress towards indicator targets data
- *Implementation adaptations* based on data findings, with USAID approval

#### 3 Evaluation and reflection

- *Annual review of overall PMP*



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## Energy Sector Capacity Building

### ESCB's performance indicators

#### ESCB Objective / USAID PMP IR Level

1. *GHG emissions, estimated in metric tons of CO<sub>2</sub>e, reduced, sequestered and/or avoided as a result of USG assistance*
2. *Number of entities implementing CE measures as a result of USG assistance*

#### USAID Sub-IR Level

3. *Number of institutions receiving technical assistance due to USG assistance*
4. *Validated savings from utilities' forecasted electric demand due to incentive mechanism demand-side-management/clean energy programs*
5. *Number of megawatts installed through alternative energy projects in Jordan supported by USG assistance*
6. *Number of clean energy transactions*
7. *Number of laws, policies, strategies, plans, agreements, or regulations addressing clean energy officially proposed, adopted, or implemented as a result of USG assistance*

#### ESCB Activity Level

8. *ESPs accreditation governing body established*
9. *Number of ESPs accredited*
10. *Proportion of female participants in USG-assisted programs designed to increase access to productive economic resources*
11. *Person-hours of training completed in technical energy fields supported by USG assistance*

#### KEY

- Blue:** Standard USAID Foreign Assistance (F) Indicator  
**Red:** USAID/Jordan PMP Indicator  
**Black:** ESCB Custom Indicator



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## Energy Sector Capacity Building

*COLLECTING & STORING DATA*

# INPUT TOOLS & DATABASE



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## Energy Sector Capacity Building

### The ESCB M&E toolkit facilitates the timely collection and analysis of performance data

#### M&E Data Input Tools

The image shows two overlapping forms. The top form is the 'ESCB Measure Information Sheet' and the bottom form is the 'ESCB Training Information Sheet'. Both forms contain various fields for data entry, including project name, location, and specific performance indicators.

#### M&E Database

The image shows a screenshot of the ESCB M&E database interface. It displays a list of measures with columns for measure name, location, and status. The interface is designed for data management and reporting.

#### M&E Dashboard



#### PURPOSE

Systematically collect useful data on project activities

Centrally validate and store ESCB performance indicator data

Facilitate conversations on ESCB's impact to date through data visualization

#### TECHNICAL ENVIRONMENT

Microsoft Excel

Microsoft Excel

*Updating:* Tableau Desktop (license required)  
*Viewing:* Tableau Reader





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## Energy Sector Capacity Building

Data Input Tools

Database

Dashboard

Each data input tool includes an easy-to-use graphical user interface (e.g. form)

### Example Input Tool

**ESCB Action Plan Information Sheet**

<b>Action Plan Name</b> Enter the name of the action plan			
<b>Action Plan Description</b> Provide 3-5 sentences describing the action plan's scope and key decisions	<b>Data Verification POC</b> Select the name of the individual who can provide technical verification of this data entry. If the person is not in the list, add them to the "Data Verification Points of Contact" table in the "People" tab.		
<b>Point of Contact</b> Enter the name of the technical lead (typically the component lead) for the project		<b>Relevant Task</b> Indicate the relevant ESCB project task; if multiple tasks apply, select all that apply	
<b>Action Plan Status</b>	Alice Miller Amanda Bird Andrew Folger Ben Wilson Bill Ford Bob Pura Brian Carroll	<b>Date of Status Change</b> Format: MM/DD/YYYY Ex: 01/01/14	
<b>Action Plan Status</b>		<b>Date of Status Change</b> Format: MM/DD/YYYY Ex: 01/01/14	
<b>Action Plan Status</b>	Proposed / In Review	<b>Date of Status Change</b> Format: MM/DD/YYYY Ex: 01/01/14	
<b>Action Plan Status</b>	Finalized	<b>Date of Status Change</b> Format: MM/DD/YYYY Ex: 01/01/14	
<b>Action Plan Status</b>	USAID approved	<b>Date of Status Change</b> Format: MM/DD/YYYY Ex: 01/01/14	

← Each form is clearly labeled, with a tailored input tool for different types of activities

← Instructions on what details to include in each field is provided

← Drop-down menus facilitate data validation, reducing human error. Each form also asks for point of contact and source documentation, to ensure traceability of data

**We only collect data that is helpful for decision-making. If we don't plan to use it, we don't spend time collecting it.**

## Form information auto-populates a back-end spreadsheet for easy transfer to the M&E database

### Example Input Tool

#### Database Table: 8 - Action Plans

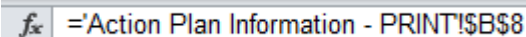
##### Instructions

Copy-paste-value the contents of each newly completed row into their corresponding columns in a new row in the "8 - Action Plans" tab of the ESCB Monitoring and Evaluation Database.

Del. Verification Point of Contact	Action Plan Name	Action Plan Description	Relevant Task	Action Plan Status	Date of Status Change	Primary Stakeholder Institution Name	Gender Equity Addressed	Gender Inclusion Aspects
0		0	0	0 To develop			0	0
0		0	0	0 In draft			0	0
0		0	0	0 Proposed / In Review			0	0
0		0	0	0 Finalized			0	0
0		0	0	0 USAID approved			0	0
0		0	0	0 Revised			0	0

Instructions clearly explain how to transfer data from the input tool into the M&E database

Each field automatically pulls information from the graphical user interface

 =Action Plan Information - PRINT!\$B\$8

The order of columns in the back-end matches the order in corresponding tab of the M&E database



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# Energy Sector Capacity Building

Data Input Tools

Database

Dashboard

## Hidden lists and other programmed data validation conditions facilitate data accuracy

### Example Input Tool

**People Drop-Down Menu Lists**

**Instructions**  
These lists feed into corresponding drop-down menus in the Indicator Data Entry tool.  
To add a new option in either data table, select the last filled-out cell in the table and click the "Add" button.

Data Enters	
FirstName	LastName
Amal Abu-Khyara	
Jane Yang	
Kathleen O'Dell	
Majd Suleiman	
May Bseiso	

Data Verification Points of Contact	
FirstName	LastName
Adam Atari	
Alice Miller	
Annika Brink	
Arlene Fetizana	
Ben Jeloun	
Bill Noel	
Bob Parra	
Brian Castelli	
Carl Wilkins	
David Lockhart	
Dilip Limaye	
Fathi Nsour	
Fawwaz Karmi	
Gergana Stoitcheva	
Grayson Heffner	
Hala Ballouz	
Hameed Nezhad	
Hannah Kemp	
Ibrahim Odeh	
Imad Njawi	
Isam Mustafa	
Jake Delphia	
Jamal Arja	
Jeff Serfass	
Jenine Jaradat	
Kathleen O'Dell	
Laura Van Wie McGrory	
Lama Abdel Al-Qader	
Mark Germer	
Mark McCord	
Mark Stetz	
Mary Worzala	
Mike Weedall	
Mohammad Asfour	

**Points of Contact**  
Enter the name of an individual serving as a POC in the format: FirstName LastName (omit middle names).

**ESCB Action Plan Information Sheet**

Action Plan Name	Data Verification POC	
Enter the name of the action plan	Select the name of the individual who can provide technical verification of this data entry. If the person is not in the list, add them to the "Data Verification Points of Contact" table in the "People" tab.	
Action Plan Description	Point of Contact	Relevant Task
Provide 3-5 sentences describing the action plan's scope and key objectives	Enter the name of the technical lead (typically the component lead) for the project	Indicate the relevant ESCB project task; if multiple tasks apply, select the primary task.
Action Plan Status	Adam Atari Alice Miller Annika Brink Arlene Fetizana Ben Jeloun Bill Noel Bob Parra Brian Castelli	Date of Status Change Format: MM/DD/YYYY Ex: 01/01/14
Action Plan Status	Proposed / In Review	Date of Status Change Format: MM/DD/YYYY Ex: 01/01/14
Action Plan Status	Finalized	Date of Status Change Format: MM/DD/YYYY Ex: 01/01/14
Action Plan Status	USAID approved	Date of Status Change Format: MM/DD/YYYY Ex: 01/01/14



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# Energy Sector Capacity Building

Data Input Tools

Database

Dashboard

## The M&E Database User Guide explains how to use the Excel-based tool

The screenshot shows an Excel spreadsheet titled "ESCB Monitoring & Evaluation Data Collection Tool User Guide". The spreadsheet is organized into sections with navigation buttons at the top: "Introduction", "Workbook Tabs", "How Do I...? Quick Start", and "Indicator Data Sheet Guides".

Annotations and their corresponding parts of the spreadsheet:

- Navigation allow for easy access to sections of interest:** Points to the navigation buttons at the top of the spreadsheet.
- Grouped information can be opened for review or collapsed to save space as desired:** Points to the expand/collapse icons on the left side of the spreadsheet.
- A "How Do I...? Guide provides simple advice for quick start-up:** Points to the "How Do I...? Quick Start Guide" section.
- Reference information in green tabs:** Points to the "User Guide" tab in the bottom tab bar.
- Data validation lists in red tabs:** Points to the "Shared Data Tables (red tabs)" section.
- Indicator data sheets in blue tabs:** Points to the "Indicator Data Sheets (blue tabs)" section.

The spreadsheet content includes sections for Purpose, Accompanying Documents, and Workbook Tabs. The Workbook Tabs section lists Shared Data Tables (red tabs) and Indicator Data Sheets (blue tabs). The "How Do I...? Quick Start Guide" section provides instructions on how to use the tool, including entering a new row of data for an indicator and adding a new item to a drop-down menu.



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# Energy Sector Capacity Building

Data Input Tools

Database

Dashboard

## Data from input tools transfer into indicator-specific spreadsheets formatted to upload into Tableau

### Example Indicator Spreadsheet

Data Entryer	Data Entry Date	Data Verification Point of Contact	Action Plan Name	Action Plan Description	Relevant Task	Action Plan Status	Date of Status Change
Majd Saleem	26 Apr 2014	Grayson Hefner	DSM Mechanism action plan	The development of a utilities DSM incentive mechanism was initiated through the creation of a Steering Committee and two the direction of senior MEMR the DSM incentive mechanism action plan to govern the	1 - Incentive Mechanism	Approved	11/09/2013 SR
Majd Saleem	26 Apr 2014	Grayson Hefner	DSM Mechanism action plan	Address the immediate needs of the Electricity Sector by relate to implementing a DSM Incentive Mechanism for electric utilities. The capacity building efforts recommended are based on interviews conducted with staff and management of these two organizations. Near-term training and targeted technical assistance needed to support the DSM Incentive Mechanism are described, along with elements of a longer-term, more broad-based capacity building and institutional development effort.	2 - Capacity Building	Approved	1/23/2014 ER
Majd Saleem	26 Apr 2014	Grayson Hefner	Inclusion plan/including Gender Action plan	An Inclusion Plan, including a Gender Action Plan, was developed for the Energy Sector Capacity Building (ESCB) project. It comprises an assessment of gender in the energy sector and recommendations for gender equality and youth inclusion activities across ESCB project tasks. The activities are broken down by Task and Subtask as per the project workplan.	Gender	Approved	12/4/2013
Majd Saleem	26 Apr 2014	Grayson Hefner	DSM Incentive Mechanism Capacity Building Action Plan for the Ministry of Energy and General Resources (MGER)	The capacity building action plan addresses the immediate (e.g., 2014) capacity building needs of the Ministry of Energy and General Resources (MGER), and they relate to implementing a DSM Incentive Mechanism for electric utilities. The capacity building efforts recommended are based on interviews conducted with staff and management of these two organizations. Near-term training and targeted technical assistance needed to support the DSM Incentive Mechanism are described, along with elements of a longer-term, more broad-based capacity building and institutional development effort.	2 - Capacity Building	Approved	1/23/2014 HE
Majd Saleem	26 Apr 2014	Grayson Hefner	DSM Capacity Building Action Plan for Jordanian Electric Utilities	This Capacity Building Action Plan provides a roadmap and schedule for building the capacity of Jordanian electric utilities to plan, implement, and monitor demand-side management (DSM) programs. Interviews conducted with the three distribution utilities, and the National Electric Power Company (NEPCO) confirm that these utilities have almost no prior experience in DSM. Therefore, this Action Plan covers the full range of topics and skill sets needed for Jordan's utilities to develop effective DSM capabilities.	2 - Capacity Building	Proposed	3/17/2014 HE

Drop-down menus facilitate data validation, reducing human error.

Descriptions of each field are provided in pop-up boxes

Columns are color-coded to denote auto-populated versus user-inputted fields





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# Energy Sector Capacity Building

Data Input Tools

**Database**

Dashboard

## Validation lists streamline the data cleaning process

### Example Data Validation List

Capacity Building Drop Down Menu Lists

[Back to User Guide](#)

**Instructions**

These lists feed into core data entry tools. This list integrates into the rest of the database and input tools.

To add a new option in the list, click the **ADD** button in the top right corner of the table. Press **TAB** to create a new row.

If you update this table, please also update the corresponding hidden table in the ESCB Institution TA Activity Sheet.

TA Type	Definition
On-the-job training	Hands-on, dedicated training for specific individuals within an organization  <i>Examples:</i> * Financial Model Training at each DISCO with their nominated staff
Workshop	Organized group training involving interactive exercises  <i>Examples:</i> * Utility Capacity Building Workshop
Classroom training	Organized group training that is primarily instructor-led  <i>Examples:</i> * Lessons Learned from Energy Efficiency, Bulk Procurement, and Replacement Programs around the World presentation
Specific advisory	Specific consultations provided in response to client or counterpart requests.  <i>Examples:</i> * renewable energy grid code integration support to NEPCO, ERC; * M&E support for Jordan River Foundation's solar water heater program * PV array system sizing and installations for MPIC and JCD
Other	<i>Examples:</i> * Power Breakfast Executive Seminar

*Note: Working group meetings, consultations, and focus groups do not qualify as trainings*

Navigation buttons facilitate movement throughout database

Excel table functionality enables dynamic drop-down lists



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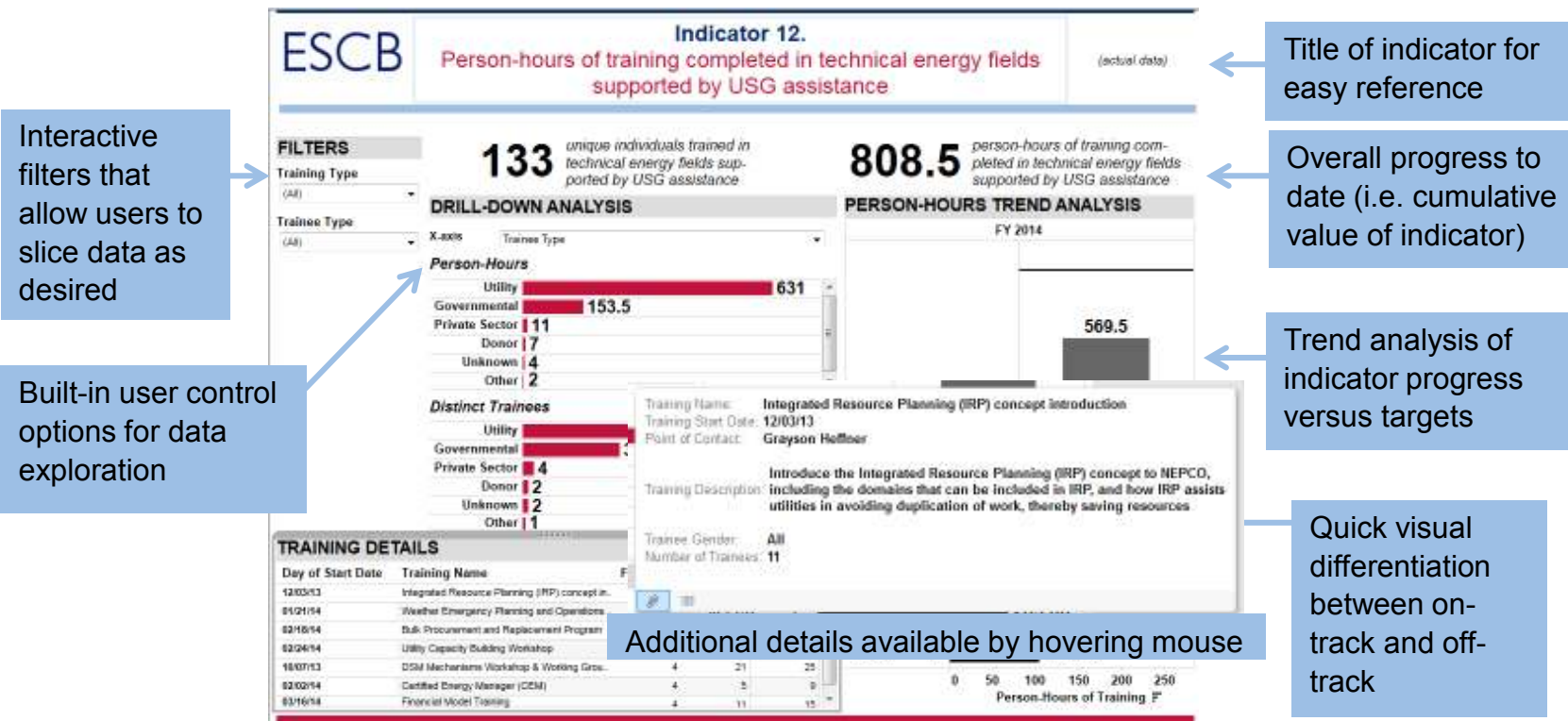
## Energy Sector Capacity Building

*TURNING DATA INTO A CONVERSATION*

# M&E DASHBOARD

## The M&E Dashboard summarizes and visualizes the data for each indicator

### Example Indicator Dashboard View







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## Energy Sector Capacity Building

Data Input Tools

Database

Dashboard

### ***M&E Dashboard Demonstration***

## The ESCB team will use the M&E dashboard to facilitate quarterly “data learning” meetings

The quarterly data learning meeting, led by the Chief of Party and M&E Advisor, brings together technical teams to review performance data to:

1. Identify and understand the drivers of performance
2. Share challenges and success stories
3. Identify where action is needed

ESCB is able to make **evidence-based decisions on program implementation** using the performance data reviewed at data learning meetings.





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## Energy Sector Capacity Building

*ESCB M&E TOOLKIT*

**QUESTIONS?**



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## Energy Sector Capacity Building

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# APPENDIX



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## Energy Sector Capacity Building

### *OVERVIEW*

# M&E RESULTS FRAMEWORK AND INDICATORS



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## Energy Sector Capacity Building

### ESCB Results Framework with Indicators: Part 1/2

USAID/Jordan DO#1

Broad-based, Inclusive Economic Development Accelerated

ESCB Program Objective/ CDCS IR1.3

Management of Energy Resources Improved

**1. Percent of energy efficiency increases at electricity sub-station level due to USG assistance**

**2. Number of households implementing EE measures as a result of USG assistance**

CDCS Sub-IR 3.1

Institutional Capacity and Policies Strengthened

**3. Number of institutions receiving technical assistance due to USG assistance**

**4. Number of institutions with improved capacity to address clean energy issues as a result of USG assistance**

CDCS Sub-IR3.2

More Efficient Use of Energy Achieved

**5. Validated savings from utilities' electric demand due to incentive mechanism demand-side-management/energy efficiency programs**

**6. Number of ESCOs accredited/licensed**

CDCS Sub-IR 3.3

Uses of Alternative Energy Facilitated

**7. Number of megawatts installed through alternative energy projects in Jordan supported by USG assistance**

#### KEY

**Blue:** Standard USAID Foreign Assistance (F) Indicator

**Red:** USAID/Jordan CDCS Indicator

**Black:** ESCB Custom Indicator



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## Energy Sector Capacity Building

### ESCB Results Framework with Indicators: Part 2/2

ESCB Activity IR 1	ESCB Activity IR 2	ESCB Activity IR 3	ESCB Activity IR 4
Institutions equipped to support clean energy	Enabling environment created, providing stakeholders incentive to promote EE	ESCOs are enabled to implement clean energy projects	Respond to Energy Sector Opportunities
8. Number of action plans developed	9. Number of laws, policies, strategies, plans, agreements, or regulations addressing clean energy officially proposed, adopted, or implemented as a result of USG assistance	8. Number of action plans developed 10. ESCO association created 11. Proportion of female participants in USG-assisted programs designed to increase access to productive economic resources	TBD
12. Person hours of training completed in technical energy fields supported by USG assistance			

#### KEY

**Blue:** Standard USAID Foreign Assistance (F) Indicator

**Red:** USAID/Jordan CDCS Indicator

**Black:** ESCB Custom Indicator



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# Energy Sector Capacity Building

## ESCB's performance indicators and targets

Indicator	Baseline	FY14 Target	Progress to Date
1. Percent of energy efficiency increases at electricity sub-station level due to USG assistance	0% DSM/EE program not yet implemented	0 DSM/EE programs to begin late FY14	0 DSM/EE programs to begin late FY14
2. Number of households implementing EE measures as a result of USG assistance	0 DSM/EE program not yet implemented	0 DSM/EE programs to begin late FY14	0 DSM/EE programs to begin late FY14
3. Number of institutions receiving technical assistance due to USG assistance	0 Baseline defined to track technical assistance provided through ESCB	20 List of anticipated institutions included in Appendix 1	18
4. Number of institutions with improved capacity to address clean energy issues as a result of USG assistance	0 Baseline defined to track capacity building due to ESCB	0 FY14 is the defined baseline year	0 FY14 is the defined baseline year
5. Validated savings from utilities' forecasted electric demand due to incentive mechanism demand-side-management/energy efficiency programs	0 DSM/EE program not yet implemented	0 DSM/EE programs to begin late FY14	0 DSM/EE programs to begin late FY14
6. Number of ESCOs accredited/licensed	0 Accreditation program not yet implemented	0 Accreditation program to begin FY15 earliest	0 Accreditation program to begin FY15 earliest
7. Number of megawatts installed through alternative energy projects in Jordan supported by USG assistance	N/A To be defined based on Task 4 initiatives	0.15 MW Estimate dependent on known planned solar panel installations	0 0.03 MW in progress (PV installations at MOPIC and JCD)
8. Number of action plans developed	0 Baseline defined to track action plans developed due to ESCB	7 Assumes 3 WG Action Plans, ESCO Action Plan, and 3 Capacity Building Plans (MEMR, ERC, one DISCO)	4 Steering Committee, MEMR, ERC, ESCB Inclusion plan
9. Number of laws, policies, strategies, plans, agreements, or regulations addressing clean energy officially proposed, adopted, or implemented as a result of USG assistance	0 Expected measure will be the utility incentive mechanism	1 At least one agreement with a DISCO reached	0 DSM Framework Recommendations endorsed by SC 4/28/14
10. ESCO association created	No Governing body not yet established	Yes Association to be formed in FY14	No ESCB will support existing relevant associations such as EDAMA
11. Proportion of female participants in USG-assisted programs designed to increase access to productive economic resources	0 Baseline defined to track ESCB gender considerations	30% Based on an estimated approximately 36 female participants out of 120 total	33%
12. Person hours of training completed in technical energy fields supported by USG assistance	0 Baseline defined to track capacity building due to ESCB	1,200 Assumes average of 30 trainees attending 14 three hour trainings planned in Year 1	809 133 unique trainees





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## Energy Sector Capacity Building

*IMPLEMENTATION*

# ROLES AND RESPONSIBILITIES

## The technical team plays a critical role in capturing M&E results

### ESCB M&E Data Collection and Analysis Lifecycle

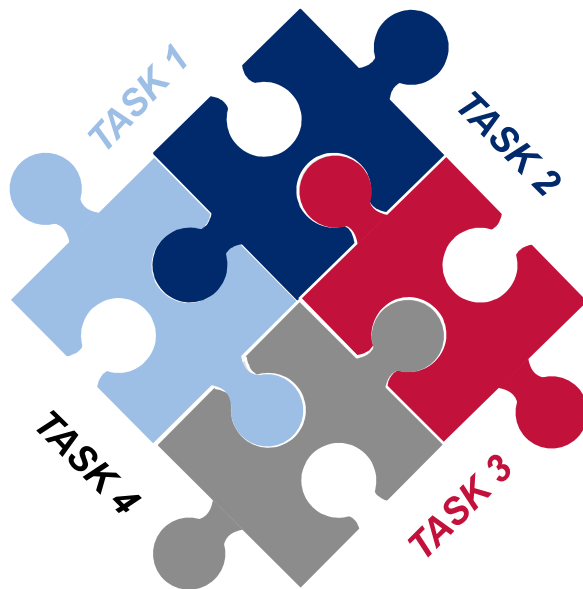




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## Energy Sector Capacity Building

### Some indicators are relevant across all task areas



#### CDCS Sub-IR Level

- 3. *Number of institutions receiving technical assistance* due to USG assistance
- 4. *Number of institutions with improved capacity* to address clean energy issues as a result of USG assistance

#### ESCB Activity Level

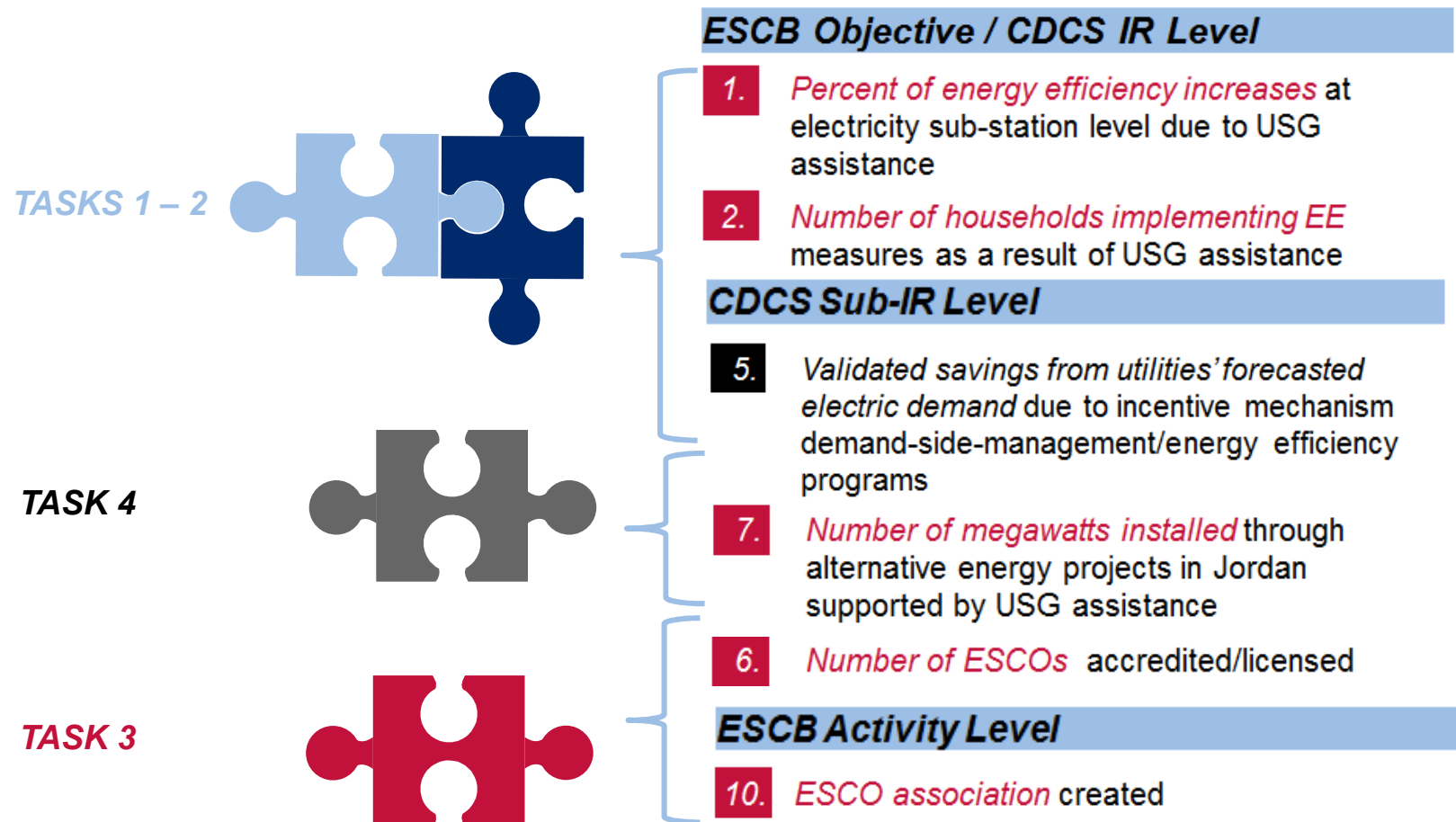
- 8. *Number of action plans* developed
- 9. *Number of laws, policies, strategies, plans, agreements, or regulations* addressing clean energy officially proposed, adopted, or implemented as a result of USG assistance
- 11. *Proportion of female participants* in USG-assisted programs designed to increase access to productive economic resources
- 12. *Person-hours of training* completed in technical energy fields supported by USG assistance



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## Energy Sector Capacity Building

### Other indicators are only relevant to certain tasks



### The technical team will be responsible for completing data input forms with the M&E Advisor

#### *ESCB Data Input Tools*

- **Institutional Technical Assistance (TA) Input Tool:** captures information of specific advisory and other non-training technical assistance provided by ESCB to energy sector institutions (Indicator 3)
- **Renewable Energy Initiative Input Tool:** tracks status of renewable energy initiatives technically supported by ESCB (Indicator 7)
- **Action Plan Input Tool:** tracks status of action plans developed by ESCB with counterpart organizations (Indicator 8)
- **Clean Energy Measure (agreements, policies, etc.) Input Tool:** tracks status of laws, policies, strategies, plans, agreements, regulations, procedures, or rules related to clean energy for which ESCB provides support (Indicator 9)
- **Gender Activity Input Tool:** captures information, including participant data, about activities designed to increase access to productive economic resources for females (Indicator 11)
- **Training Input Tool:** captures information, including participant data, about trainings conducted by ESCB to build the capacity of energy sector players (Indicator 12)